

## TECHNICAL

Effective April 26, 2008

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 001

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	766.73	822.10	851.16	877.48	913.09	932.89	965.67	993.20	1,012.25

GRADE 002

04/26/08	782.61	836.62	865.60	897.27	928.99	950.00	988.39	1,015.91	1,034.95
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GRADE 003

04/26/08	799.73	855.10	886.64	917.01	950.00	973.77	1,007.13	1,034.64	1,053.65
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GRADE 004

04/26/08	819.50	870.91	902.44	939.48	973.77	992.24	1,028.51	1,056.05	1,075.11
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GRADE 005

04/26/08	830.08	892.01	919.74	953.98	989.59	1,012.02	1,048.62	1,076.12	1,095.20
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GRADE 006

04/26/08	848.51	910.45	940.75	976.35	1,012.02	1,033.11	1,074.01	1,101.54	1,120.58
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GRADE 007

04/26/08	866.94	928.99	960.49	997.51	1,035.74	1,062.09	1,102.13	1,129.68	1,148.72
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GRADE 008

04/26/08	888.07	952.30	984.17	1,021.17	1,062.09	1,085.88	1,124.89	1,152.42	1,171.46
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GRADE 009

04/26/08	903.86	973.77	1,005.28	1,042.33	1,085.88	1,108.28	1,151.70	1,179.20	1,198.25
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GRADE 010

04/26/08	921.00	989.58	1,026.19	1,064.71	1,105.63	1,133.31	1,175.71	1,203.21	1,222.27
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## TECHNICAL

Effective April 26, 2008

GRADE 10R

548 RECREATION LEADER

	A	3-mo	1-yr	2-yr	3-yr	4-yr	10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
04/26/08	837.49	897.85	1,018.57	1,055.20	1,093.76	1,134.66	1,162.34	1,204.73	1,232.23	1,251.31

GRADE 011

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	942.13	1,012.02	1,044.77	1,089.80	1,133.31	1,158.33	1,202.50	1,230.01	1,249.08

GRADE 012

04/26/08	961.88	1,035.74	1,073.53	1,114.80	1,158.33	1,184.72	1,230.63	1,258.11	1,277.18
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GRADE 013

04/26/08	985.63	1,062.09	1,097.43	1,143.90	1,187.33	1,217.64	1,264.04	1,291.54	1,310.62
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GRADE 014

04/26/08	1,006.71	1,085.88	1,124.04	1,166.30	1,212.40	1,244.06	1,289.50	1,317.03	1,336.07
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GRADE 015

340A VIDEO PRODUCTION ASSISTANT

04/26/08	1,027.85	1,105.63	1,147.81	1,192.63	1,244.06	1,270.42	1,320.27	1,347.78	1,366.82
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GRADE 016

037A SERVICE WORKER III

04/26/08	1,054.18	1,134.66	1,178.12	1,222.93	1,270.42	1,300.75	1,352.42	1,379.93	1,398.99
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GRADE 16U

	(1)	(2)	(3)	(4)
04/26/08	13.19	16.10	19.00	21.86

GRADE 017

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,075.28	1,158.33	1,203.23	1,250.63	1,302.13	1,337.68	1,387.15	1,414.67	1,433.71

GRADE 018

04/26/08	1,099.02	1,187.33	1,231.50	1,282.29	1,333.73	1,365.37	1,420.62	1,448.16	1,467.20
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GRADE 019

## 353B HORTICULTURIST I

04/26/08	1,124.04	1,212.40	1,261.60	1,312.64	1,365.37	1,399.66	1,454.10	1,481.64	1,500.68
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GRADE 020

04/26/08	1,150.44	1,245.36	1,296.82	1,346.94	1,400.98	1,436.60	1,492.94	1,520.45	1,539.53
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GRADE 021

04/26/08	1,178.12	1,270.42	1,319.63	1,374.59	1,432.61	1,469.52	1,527.72	1,555.23	1,574.30
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GRADE 022

121A ADAPTIVE RECREATION ASSISTANT

284A CITY PLANNING AIDE

167 ENGINEERING AIDE I

312A HEALTH &amp; ED ASST-HMONG/ENG

606 WATER LABORATORY AIDE

04/26/08	1,203.23	1,302.13	1,358.76	1,412.80	1,472.17	1,510.43	1,569.23	1,596.73	1,615.78
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GRADE 22E

240B CODE ENFORCEMENT AIDE

	(1)	(2)	(3)	(4)	(5)	(6)	6-yr (7)	10-yr (8)	15-yr (9)
04/26/08	1,203.23	1,250.63	1,358.76	1,436.60	1,494.59	1,557.85	1,617.17	1,659.44	1,728.50

	20-yr (10)	25-yr (11)
04/26/08	1,756.00	1,775.03

## TECHNICAL

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GRADE 023

## 373A COMMUNITY LIAISON OFFICER

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,233.30	1,333.73	1,384.20	1,443.13	1,503.82	1,540.75	1,597.33	1,624.86	1,643.94

GRADE 024

## 331B ASSISTANT RECREATION DIRECTOR

04/26/08	1,265.19	1,366.64	1,424.73	1,484.05	1,544.70	1,582.91	1,648.14	1,675.68	1,694.71
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GRADE 025

318A FIRE AIDE

893 MEDICAL ASSISTANT

025A PLAN EXAMINER I

112A LABORATORY TECHNICIAN I

04/26/08	1,292.86	1,399.66	1,452.41	1,513.05	1,572.39	1,614.55	1,677.60	1,705.12	1,724.19
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GRADE 026

015 ARCHITECTURAL DRAFTER TRAINEE

168 ENGINEERING AIDE II

365B NATURAL RESOURCES TECHNICIAN

579A LOAN SPECIALIST ASSISTANT

580A LOAN SPECIALIST ASST-BILINGUAL

371B WIC NUTRITION EDUCATOR

370B WIC NUTRITION ECUCATOR-BILINGUAL HMONG/ENGLISH

04/26/08	1,323.12	1,436.60	1,494.59	1,557.85	1,617.17	1,659.44	1,728.50	1,755.98	1,775.03
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GRADE 26L

371L WIC NUTRITION EDUCATOR - LARGE

04/26/08	1387.12	1500.60	1558.59	1621.85	1681.17	1723.44	1792.50	1819.98	1839.03
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GRADE 26M

371M WIC NUTRITION EDUCATOR - MEDIUM

04/26/08	1375.12	1488.60	1546.59	1609.85	1669.17	1711.44	1780.50	1807.95	1827.03
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## TECHNICAL

Effective April 26, 2008

GRADE 26S

371S NUTRITION ASSISTANT I – SMALL

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1363.12	1476.60	1534.59	1597.85	1657.17	1699.44	1768.50	1,795.98	1,815.03

GRADE 027

04/26/08	1,323.12	1,440.92	1,499.93	1,565.72	1,634.38	1,679.18	1,743.17	1,770.63	1,789.73
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GRADE 028

354B HORTICULTURIST II

561A LIBRARY ASSOCIATE

558A LIBRARY ASSOCIATE (PART-TIME)

468A VIDEO PRODUCTION TECHNICIAN

04/26/08	1,358.76	1,472.17	1,532.86	1,577.35	1,669.99	1,713.46	1,784.69	1,812.21	1,831.28
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GRADE 28L

237B LIEP INSPECTOR I

	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr	7-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,358.76	1,472.17	1,502.51	1,532.86	1,555.05	1,577.35	1,623.67	1,669.99	1,691.72

	10-yr	15-yr	20-yr	25-yr
	(10)	(11)	(12)	(13)
04/26/08	1,713.46	1,784.69	1,812.21	1,831.28

GRADE 029

279A CITY PLANNING TECHNICIAN

609A COMMUNICATIONS TECH TRAINEE

369A DUPLICATING EQUIP OPERATOR (TWO-COLOR)

145B HOUSING REHAB ADVISOR TRAINEE (BI-LINGUAL)

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,390.42	1,513.05	1,573.75	1,644.91	1,716.13	1,762.18	1,834.23	1,861.72	1,880.80

## TECHNICAL

Effective April 26, 2008

GRADE 030

685 ACCOUNTING TECHNICIAN I  
 016 ARCHITECTURAL DRAFTER  
 615 GRAPHIC ARTS TECH--CITY PLANNING  
 197A HUMAN RIGHTS TECHNICIAN  
 115A MEDICAL RECORDS PRACTITIONER  
 170B PROJECT MANAGEMENT TECH - BILINGUAL  
 078A PROJECT MANAGEMENT TECHNICIAN  
 373 PUBLIC WORKS TECHNICIAN I  
 357 VALUATION & ASSESSMENT TECH I  
 619A WATER METER TECHNICIAN  
 523 WATER UTILITY TECHNICIAN I

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,426.02	1,547.31	1,615.90	1,685.75	1,759.56	1,804.46	1,880.99	1,908.57	1,927.55

GRADE 30T

705A IS INFO/TECH ANALYST I

	Start (1)	1-yr (2)	1.5-yr (3)	2-yr (4)	2.5yr (5)	3-yr (6)	3.5-yr (7)	4-yr (8)	10-yr (9)
04/26/08	1,426.02	1,547.31	1,581.50	1,615.90	1,650.83	1,685.75	1,722.66	1,759.56	1,804.46
	15-yr (10)	20-yr (11)	25-yr (12)						
04/26/08	1,880.99	1,908.57	1,927.55						

GRADE 031

251B LABORATORY TECHNICIAN II

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,460.29	1,586.88	1,652.83	1,726.69	1,803.13	1,851.92	1,923.92	1,951.44	1,970.46

## TECHNICAL

Effective April 26, 2008

GRADE 032

171B HOUSING REHAB ADV I (BI-LING)

125A HOUSING REHAB ADVISOR I

863 LOAN SPECIALIST I

612A LOAN SPECIALIST I (BI-LINGUAL)

178 PRACTICAL NURSE

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,497.22	1,631.72	1,696.30	1,772.79	1,853.22	1,896.72	1,981.40	2,008.89	2,027.94

GRADE 033

441 CLINIC NURSE

04/26/08	1,534.13	1,672.63	1,746.39	1,818.99	1,896.72	1,952.11	2,034.95	2,062.48	2,081.50
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GRADE 034

686 ACCOUNTING TECHNICIAN II

601A INFO &amp; CONTROL SYS INT TRAINEE

202B METER TECH LEAD WORKER

351B PAYROLL SYSTEM TECHNICIAN I

632A PRINT PRODUCTION LEAD WORKER

374 PUBLIC WORKS TECHNICIAN II

524 WATER UTILITY TECHNICIAN II

04/26/08	1,573.75	1,716.13	1,791.27	1,870.40	1,952.11	2,004.86	2,087.14	2,114.64	2,133.67
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GRADE 035

290B CODE ENFORCEMENT INSPECTOR I

319A FIRE PREVENTION INSPECTOR I

113A HEALTH LABORATORY TECHNICIAN II

047A HOUSING COUNSELOR

026A PLAN EXAMINER II

371 VALUATION &amp; ASSESSMENT TECH II

04/26/08	1,615.90	1,759.56	1,836.11	1,917.86	2,004.86	2,056.28	2,143.34	2,170.87	2,189.89
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## TECHNICAL

Effective April 26, 2008

GRADE 036

122A ADAPTIVE RECREATION DIRECTOR

204X COMMUNICATIONS TECHNICIAN W/O PREM

126A HOUSING REHAB ADVISOR II

869 REAL ESTATE SPECIALIST

332B RECREATION DIRECTOR

268B SURVEY CREW LEADER

	(1)	(2)	(3)	(4)	(5)	10-yr (6)	15-yr (7)	20-yr (8)	25-yr (9)
04/26/08	1,659.44	1,807.11	1,886.19	1,970.56	2,060.24	2,115.64	2,204.87	2,232.41	2,251.47

GRADE 36A

204B \*COMMUNICATIONS TECH W/ PREMIUM

04/26/08	1,725.82	1,879.40	1,961.64	2,049.38	2,142.64	2,200.27	2,293.08	2,321.37	2,341.18
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GRADE 36B

04/26/08	1,812.61	1,966.18	2,048.42	2,136.16	2,229.43	2,287.05	2,379.86	2,399.68	2,419.50
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GRADE 36L

238B LIEP INSPECTOR II

	Start (1)	1-yr (2)	1.5-yr (3)	2-yr (4)	2.5-yr (5)	3-yr (6)	3.5-yr (7)	4-yr (8)	7-yr (9)
04/26/08	1,659.44	1,807.11	1,846.65	1,886.19	1,928.37	1,970.56	2,015.40	2,060.24	2,087.93

	10-yr (10)	15-yr (11)	20-yr (12)	25-yr (13)
04/26/08	2,115.64	2,204.87	2,232.41	2,251.47

GRADE 36T

706A IS INFO/TECH ANALYST II

702A IS SYSTEMS SUPPORT SPEC III

	Start (1)	1-yr (2)	1.5-yr (3)	2-yr (4)	2.5-yr (5)	3-yr (6)	3.5-yr (7)	4-yr (8)	10-yr (9)
04/26/08	1,659.44	1,807.11	1,846.65	1,886.19	1,928.37	1,970.56	2,015.40	2,060.24	2,115.64

	15-yr (10)	20-yr (11)	25-yr (12)
04/26/08	2,204.87	2,232.41	2,251.47



GRADE 037

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,702.92	1,854.57	1,934.26	2,019.33	2,111.67	2,165.78	2,262.43	2,289.96	2,309.03

GRADE 038

049A COMMUNITY EDUCATION/REC COORDINATOR  
205X LEAD COMMUNICATIONS TECH W/O PREM  
604A PROJECT FACILITATOR I  
375 PUBLIC WORKS TECHNICIAN III  
390 VALUATION & ASSESSMENT TECH III  
525 WATER UTILITY TECHNICIAN III

04/26/08	1,749.06	1,904.66	1,986.42	2,077.40	2,165.78	2,229.04	2,321.38	2,348.87	2,367.93
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GRADE 38A

04/26/08	1,819.01	1,980.84	2,065.88	2,160.50	2,252.42	2,318.20	2,414.23	2,442.48	2,462.30
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GRADE 38B

205K \*LEAD COMMUNICATIONS TECH-CIRT

04/26/08	1,949.17	2,111.02	2,196.06	2,290.66	2,382.59	2,448.38	2,544.41	2,572.65	2,592.46
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GRADE 039

352B PAYROLL SYSTEM TECHNICIAN II

04/26/08	1,792.60	1,954.73	2,036.76	2,130.16	2,248.81	2,287.09	2,405.64	2,433.17	2,452.20
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GRADE 040

353 ACCOUNTING TECHNICIAN III  
254A ENVIRONMENTAL HEALTH INSPECTOR SUPERVISOR  
548A INFO & CONTROL SYSTEM INT TECH  
169A LOAN SPECIALIST II

04/26/08	1,840.06	2,008.85	2,093.23	2,188.17	2,288.34	2,349.01	2,451.13	2,478.64	2,497.72
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GRADE 40T

707A IS INFO/TECH ANALYST III

703A IS SYSTEMS SUPPORT SPEC IV

	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr	10-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,840.06	2,008.85	2,051.04	2,093.23	2,140.71	2,188.17	2,238.25	2,288.34	2,349.01

	15-yr	20-yr	25-yr
	(10)	(11)	(12)
04/26/08	2,451.13	2,478.64	2,497.72

GRADE 041

320A FIRE PREVENTION INSPECTOR II

293A SENIOR PLAN EXAMINER

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,888.83	2,061.59	2,152.55	2,250.13	2,350.31	2,414.93	2,519.38	2,546.92	2,565.99

GRADE 042

605A PROJECT FACILITATOR II

04/26/08	1,940.27	2,118.29	2,210.58	2,309.47	2,414.93	2,482.14	2,586.29	2,613.84	2,632.89
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GRADE 42L

239B LIEP INSPECTOR III

	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr	7-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,940.27	2,118.29	2,164.44	2,210.58	2,260.03	2,309.47	2,362.19	2,414.93	2,448.54

	10-yr	15-yr	20-yr	25-yr
	(10)	(11)	(12)	(13)
04/26/08	2,482.14	2,586.29	2,613.84	2,632.89

GRADE 043

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	1,992.95	2,173.59	2,264.47	2,374.05	2,478.21	2,546.75	2,657.27	2,684.79	2,703.86

## TECHNICAL

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GRADE 044

## 890 ACCOUNTING TECHNICIAN IV

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	2,043.06	2,232.98	2,335.82	2,438.63	2,548.09	2,619.33	2,733.54	2,761.06	2,780.15

GRADE 44T

## 708A IS INFO/TECH ANALYST IV

	Start	1-yr	1.5-yr	2-yr	2.5-yr	3-yr	3.5-yr	4-yr	10-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	2,043.06	2,232.98	2,284.41	2,335.82	2,387.24	2,438.63	2,493.37	2,548.09	2,619.33
	15-yr	20-yr	25-yr						
	(10)	(11)	(12)						
04/26/08	2,733.54	2,761.06	2,780.15						

GRADE 045

						10-yr	15-yr	20-yr	25-yr
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	2,099.80	2,292.32	2,390.74	2,505.91	2,621.94	2,694.45	2,812.52	2,840.05	2,859.13

GRADE 046

04/26/08	2,155.16	2,354.27	2,459.79	2,574.46	2,693.18	2,766.96	2,883.42	2,910.96	2,930.02
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GRADE 047

04/26/08	2,215.84	2,417.57	2,529.66	2,640.35	2,763.03	2,839.50	2,962.41	2,989.91	3,008.99
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GRADE 048

04/26/08	2,272.50	2,482.14	2,590.71	2,711.61	2,834.19	2,910.71	3,041.35	3,068.88	3,087.95
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GRADE 049

04/26/08	2,335.82	2,548.09	2,659.15	2,788.06	2,918.63	2,997.73	3,128.38	3,155.86	3,174.93
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GRADE 050

04/26/08	2,396.45	2,624.56	2,740.68	2,869.81	3,001.67	3,084.75	3,219.36	3,246.88	3,265.94
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## TECHNICAL

Effective April 26, 2008

GRADE 051

140B LIFE GUARD (YEAR ROUND)

	1st 500	2nd 500	3rd 500	4th 500	5th 500+
	(1)	(2)	(3)	(4)	(5)
04/26/08	9.20	9.70	10.20	10.70	11.20

GRADE 052247B ASSISTANT AQUATICS FACILITY SUPERVISOR (YEAR  
ROUND)

	1st 500	2nd 500	3rd 500	4th 500	5th 500+
	(1)	(2)	(3)	(4)	(5)
04/26/08	11.48	11.98	12.48	12.98	13.48

GRADE 053

248B AQUATICS FACILITY SUPERVISOR (YEAR ROUND)

	1st 500	2nd 500	3rd 500	4th 500	5th 500+
	(1)	(2)	(3)	(4)	(5)
04/26/08	13.75	14.25	14.75	15.25	15.76

GRADE 054

144B WATER SAFETY INSTRUCTOR (YEAR ROUND)

	1st 500	2nd 500	3rd 500	4th 500	5th 500+
	(1)	(2)	(3)	(4)	(5)
04/26/08	9.79	10.29	10.79	11.29	11.79

**BENEFITS****VACATION**

1 <sup>st</sup> year thru 4 <sup>th</sup> year	- 12 days (.0462) P
5 <sup>th</sup> year thru 9 <sup>th</sup> year	- 18 days (.0693) J
10 <sup>th</sup> year thru 15 <sup>th</sup> year	- 21 days (.0808) E
16 <sup>th</sup> year thru 23 year	- 25 days (.0962) G
24 <sup>th</sup> year and thereafter	- 28 days (.1077) R

Vacation rate will now be based on the original employment date. Effective December 24, 2005 vacation was increased due to the elimination of Floating Holidays.

## **PROBATIONARY PERIOD**

Effective January 1, 2007: Employees covered by this bargaining unit shall have a one (1) year probationary period.

## **HOLIDAYS**

Effective January 17, 2008, all holidays will be considered "major" holidays (paid at time and one half - 1.5x) if worked. (See Article 5).

In order to be eligible for holiday with pay, an employee must be employed as of the date of the holiday and have paid hours, excluding overtime, on the payroll for that pay period. Paid hours include: hours actually worked, vacation time used, compensatory time used, paid leave and sick leave.

## **LIBRARY EMPLOYEES**

For all employees assigned to the Library, Christmas Eve shall be recognized and observed as a paid major holiday and the Day after Thanksgiving shall be considered a normal workday.

## **SICK LEAVE CONVERSION**

180 days of accumulated sick leave - 2 day of vacation for each day of sick leave (5 day maximum). Must maintain 180 days of accumulated sick leave after conversion.

## **SICK LEAVE ACCRUAL**

Effective January 1, 2006: Sick leave accrual shall accumulate at the rate of .0539 of a working hour for each full hour on the payroll, excluding overtime. Fourteen (14) days per year.

## **SICK LEAVE USAGE FOR DEPENDENT CARE**

An employee shall be limited to 40 hours per incident to care for or make arrangements for the care of a seriously ill or disabled parent or household member.

## **2008 HEALTH INSURANCE**

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

\$100 per month will be deposited to an employee Flexible Spending Account for those employees choosing the SINGLE Open Access Deductible plan and who made the Flexible Spending Account Election during Open Enrollment or at time of eligibility.

Family: The Employer will contribute \$901.86 - \$1040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

Three-quarter employees (3/4) - Employer will contribute 75% of single/family insurance premium.  
Half-time employees (1/2) - Employer will contribute 50% of the single/family insurance premium.

## **RETIREE INSURANCE ELIGIBILITY**

Employees that have completed at least 20 years with the City of Saint Paul or 15 years if receiving disability pension excluding years of service with ISD #625 for employees hired or transferred to the City of Saint Paul after 3/31/2001.

**SEVERANCE PAY**

See Article 24 of the Agreement for qualification requirements:

**Effective December 31, 2007:**

Minimum of 12 years of Service and

Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

Years of service with ISD #625 will be excluded for employees hired or transferred to the City of Saint Paul after 3/31/2001.

Employees who are retiring and are eligible for severance will have his/her accrued but unused vacation contributed to the Post Employment Health Plan (PEHP). This payment will be made at the time of separation.

**Effective January 1, 2009:**

Minimum of 14 years of Service and

Accrued sick leave credits of:

	Severance
600	\$4,000
700	\$5,000
800	\$6,000
900	\$7,000
1000	\$8,000
1100	\$9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000
1800	\$16,000

For any employee who is eligible to receive severance from the City, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.

**SEVERANCE PAY (Continued)**

Effective January 17, 2008: Employees who are retiring and are eligible for severance pay will have his/her accrued but unused vacation contributed to a Post Employment Health Plan. This payment will be made at the time of separation.

**DEFERRED COMPENSATION**

**Effective January 1, 2008:** Discontinued the Employer contribution to Deferred Compensation. See Article 13 regarding contribution to Post Employment Health Plan.

**POST EMPLOYMENT HEALTH PLAN**

**Effective January 1, 2008:** (See Article 13 for eligibility requirements) Employees employed by the City for a minimum of one (1) calendar year and in the bargaining unit for a minimum of one (1) calendar year are eligible for a \$200 contribution to the Post Employment Health Plan (PEHP).

Contributions will be made by April 1 of the following year. Employees who have completed twenty (20) years of service are eligible for a \$276 Employer contribution.

**OXFORD POOL SHIFT DIFFERENTIAL**

**Morning:** Employees represented by this union in the titles of Life Guard, Water Safety Instructor, Swimming Pool Supervisor and Senior Pool Attendant shall receive a five percent (5%) shift differential for each hour worked between 2:00 a.m. and 2:00 p.m. This shift differential shall only be paid for hours worked during the school year (after Labor Day and before Memorial Day). These employees are not eligible for the Night Differential.

**Night:** To any employee, except for Oxford Pool employees described above, who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. provided at least four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of five percent (5%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a differential of five percent (5%) for the entire shift.

**LIBRARY EMPLOYEE NIGHT DIFFERENTIAL**

Any employee who works a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided at least four (4) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the entire shift.

To any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than four (4) hours of shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of four percent (4%) for the hours worked between 6:00 p.m. and 6:00 a.m.

To any Library employee who works hours on Sunday there shall be a differential of 4% for all hours worked.

## **OVERTIME**

All overtime will be paid as time and one-half (1.5) in compensatory time or money.

## **RECALL RIGHTS AFTER LAYOFF**

Two years

## **SAFETY SHOES**

\$75.00 a calendar year toward the purchase of one pair of safety shoes for eligible employees. Employees may carry over the amount up to a total of \$150.00 for the purchase of shoes.

## **UNIFORM ALLOWANCE**

The amount of the uniform allowance will increase by the same percentage as the general increase for 2008 (3.25%):

- Fire Inspectors will be reimbursed up to \$504.41 for the 2008 calendar year.
- Water Meter Technicians will be reimbursed up to \$307.17 for the 2008 calendar year.
- Health Lab Technicians - Employer will pay for the cost of laundering lab costs.
- Community Liaison Officers shall receive a one-time reimbursement up to \$355.85 for 2008.
- Communications Technicians and Lead Communications Technicians will be reimbursed up to \$288.89 for the 2008 calendar year.

## **PREMIUM PAY**

Effective January 1, 2004, Lead Communication Technicians assigned to the Police CIRT team will receive a premium of \$120.00 bi-weekly.

## **CRITICAL RESOLUTION PAY**

If the IS employee is represented by AFSCME Technical bargaining unit and the resolution of the problem takes less than one and one-half hours (1.5), employees will be paid straight time for the two hour minimum.

If the resolution of the problem takes more than one and one-half (1.5) hours, then the overtime provision of the contract will apply.

## **ON-CALL MEMORANDUM OF AGREEMENT**

The On-Call MOA was re-signed and will be in effect through December 31, 2010 for affected employees in the Office of Technology and the Police department.

## **LIFE INSURANCE**

\$20,000 for eligible employees.